



SPIRITUAL FORMATION DIRECTOR

Full-time, Preferred Start Date: Fall 2026

Application Closing Date: May 15th, 2026

Location: In Office, Edmonton, AB.

Vanguard College is a Pentecostal Assemblies of Canada (PAOC) Bible college which exists to develop Spirit-empowered leaders to advance fruitful churches and global mission. With two hundred students, both on-campus and online, and a team of thirty staff and faculty, we uphold the shared vision and values of the College and seek to make a significant contribution in shaping and inspiring the next generation of leaders in Alberta and the Northwest Territories and beyond. Vanguard College offers ministry specializations in Global Pastoral, Next Generation, Worship, and Pastoral Care & Counselling.

Reporting to the President, the Spiritual Formation Director gives leadership to spiritual formation at Vanguard College. Advancing our second core value of 'Disciplined Spiritual Formation, the Spiritual Formation Director coordinates the intentional process by which Christ is formed in students through spiritual direction, chapels, small groups, retreats and other initiatives. This is a maturing journey where students are transformed by the Holy Spirit, into the likeness of Christ, deepening their union with God, His family, and His mission.

Key Functions:

1. Give oversight to the overarching strategy of spiritual formation at Vanguard College.
2. In collaboration with a team, provide leadership to spiritual formation through the 'pathways' of spiritual direction, chapels, life groups, retreats and other formation initiatives.
3. Champion spiritual disciplines and integration of semester-based spiritual discipline themes.
4. Provide leadership to the William David Spiritual Direction Centre and oversight to spiritual direction at Vanguard College.

Key Skills:

1. Proven proficiencies in spiritual formation practices and spiritual direction.
2. Proven experience working collaboratively with teams to achieve institutional success.
3. Proven capability as an effective communicator.
4. Demonstrates an understanding of young adults' culture/context and a passion for biblical higher education.
5. Spiritual maturity and professionalism in keeping with the Vanguard Behavioural Standards.

Education and Experience:

1. Holds, or close to completion of, a MDiv, MTS, ThM from an accredited theological institution. Specialization or Graduate Certificate in the area of spiritual formation preferred.
2. Holds or is in the process of completing a Certified Spiritual Director (CSD) and a Certified Spiritual Director Supervisor (CSDS) designation (Certification with the Canadian Council of Professional Certification (CCPC) preferred). Consideration may be given to candidates who demonstrate a commitment to pursuing the designation.
3. Proven experience in pastoral care, leadership development or spiritual direction.
4. A credential holder with the Pentecostal Assemblies of Canada (PAOC) or in full agreement with the 'Statement of Essential Truths and Positions and Practices' of the PAOC and eligible to gain such a credential.

We thank all applicants for their interest. If you identify with these values and possess these skills and experience, please send your cover letter and resume to humanresources@vanguardcollege.com, subject line: Spiritual Formation Director.